

---

# COMMONWEALTH OF VIRGINIA



## OFFICE OF THE GOVERNOR

---

### NUMBER SIX (2010)

### **EQUAL OPPORTUNITY**

By virtue of the authority vested in me as Governor, I hereby declare that it is the firm and unwavering policy of the Commonwealth of Virginia to assure equal opportunity in all facets of state government.

This order is in furtherance of the stated policy enacted by the General Assembly, and specifically prohibits discrimination on the basis of race, sex, color, national origin, religion, age, political affiliation, or against otherwise qualified persons with disabilities. The policy permits appropriate employment preferences for veterans and specifically prohibits discrimination against veterans as contemplated by state and federal law.

State appointing authorities and other managers are hereby directed to take appropriate measures, as determined by the Director of the Department of Human Resource Management, to emphasize the recruitment and appointment of qualified minorities, veterans, women, disabled persons, and older Virginians to serve at all levels of state government. This directive does not in any way permit nor requires the lowering of any job requirements, performance standards, or qualifications so as to give preference to any state employee or applicant for state employment.

Allegations of violations of this policy shall be brought to the attention of the Office of Equal Employment Services of the Department of Human Resource Management. No state appointing authority, other managers, or supervisor shall take retaliatory actions against persons making such allegations.

Any state employee found in violation of this policy shall be subject to appropriate disciplinary action.

The Secretary of Administration is directed to review annually state procurement, employment, and other relevant policies for compliance with the non-discrimination mandate contained herein and in general law, and shall report to the Governor her findings together with such recommendations as she deems appropriate. The Director of the Department of Human Resource Management shall assist in this review.

This Executive Order supersedes and rescinds Executive Order Number One (2006), Equal Opportunity, issued by Governor Timothy M. Kaine on January 14, 2006.

This Executive Order shall become effective upon its signing and shall remain in full force and effect until amended or rescinded by further executive order.

Given under my hand and under the Seal of the Commonwealth of Virginia this 5th day of February 2010.

---

Robert F. McDonnell, Governor

Attest:

---

Secretary of the Commonwealth